

94-2485 SD, STATEWIDE 02/12/02

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WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2485
Director	Wage Determinations	Revision No.: 18
		Date Of Last Revision: 02/05/2002

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gr
Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perki
Shannon, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.41
Accounting Clerk II	9.57
Accounting Clerk III	11.89
Accounting Clerk IV	13.95
Court Reporter	11.50
Dispatcher, Motor Vehicle	11.13
Document Preparation Clerk	9.37
Duplicating Machine Operator	9.37
Film/Tape Librarian	9.87
General Clerk I	7.00
General Clerk II	8.33
General Clerk III	10.42
General Clerk IV	12.50
Housing Referral Assistant	14.72
Key Entry Operator I	8.74
Key Entry Operator II	10.52
Messenger (Courier)	6.67
Order Clerk I	8.16
Order Clerk II	9.58
Personnel Assistant (Employment) I	8.60
Personnel Assistant (Employment) II	10.24
Personnel Assistant (Employment) III	11.13
Personnel Assistant (Employment) IV	14.26
Production Control Clerk	12.40
Rental Clerk	8.31
Scheduler, Maintenance	9.84
Secretary I	9.84
Secretary II	11.50
Secretary III	14.72
Secretary IV	17.07
Secretary V	18.94
Service Order Dispatcher	9.56
Stenographer I	8.79
Stenographer II	9.88
Supply Technician	17.07
Survey Worker (Interviewer)	8.03
Switchboard Operator-Receptionist	8.62
Test Examiner	11.50
Test Proctor	11.50
Travel Clerk I	8.38
Travel Clerk II	8.90
Travel Clerk III	9.43

Word Processor I	7.98
Word Processor II	9.84
Word Processor III	11.82
Automatic Data Processing Occupations	
Computer Data Librarian	11.55
Computer Operator I	7.58
Computer Operator II	9.73
Computer Operator III	11.58
Computer Operator IV	12.14
Computer Operator V	15.26
Computer Programmer I (1)	14.82
Computer Programmer II (1)	17.42
Computer Programmer III (1)	20.43
Computer Programmer IV (1)	24.74
Computer Systems Analyst I (1)	19.89
Computer Systems Analyst II (1)	23.96
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.99
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.64
Automotive Glass Installer	11.94
Automotive Worker	11.94
Electrician, Automotive	12.53
Mobile Equipment Servicer	10.72
Motor Equipment Metal Mechanic	13.13
Motor Equipment Metal Worker	11.94
Motor Vehicle Mechanic	13.13
Motor Vehicle Mechanic Helper	10.12
Motor Vehicle Upholstery Worker	11.33
Motor Vehicle Wrecker	11.94
Painter, Automotive	12.53
Radiator Repair Specialist	11.94
Tire Repairer	10.36
Transmission Repair Specialist	13.13
Food Preparation and Service Occupations	
Baker	10.25
Cook I	9.14
Cook II	10.25
Dishwasher	7.03
Food Service Worker	7.09
Meat Cutter	10.25
Waiter/Waitress	7.54
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.78
Furniture Handler	9.81
Furniture Refinisher	13.78
Furniture Refinisher Helper	11.13
Furniture Repairer, Minor	12.46
Upholsterer	12.53
General Services and Support Occupations	
Cleaner, Vehicles	7.35
Elevator Operator	8.05
Gardener	9.52
House Keeping Aid I	7.36
House Keeping Aid II	8.51
Janitor	8.09
Laborer, Grounds Maintenance	7.85
Maid or Houseman	7.52
Pest Controller	10.38
Refuse Collector	8.08
Tractor Operator	8.91
Window Cleaner	8.64
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84

Licensed Practical Nurse I	9.27
Licensed Practical Nurse II	10.39
Licensed Practical Nurse III	11.63
Medical Assistant	9.96
Medical Laboratory Technician	12.93
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.43
Nursing Assistant II	9.45
Nursing Assistant III	10.32
Nursing Assistant IV	11.57
Pharmacy Technician	12.19
Phlebotomist	11.68
Registered Nurse I	14.66
Registered Nurse II	17.94
Registered Nurse II, Specialist	17.94
Registered Nurse III	21.71
Registered Nurse III, Anesthetist	21.71
Registered Nurse IV	26.01
Information and Arts Occupations	
Audiovisual Librarian	16.01
Exhibits Specialist I	12.81
Exhibits Specialist II	16.01
Exhibits Specialist III	19.59
Illustrator I	12.81
Illustrator II	16.01
Illustrator III	19.59
Librarian	18.27
Library Technician	11.61
Photographer I	11.40
Photographer II	12.81
Photographer III	16.01
Photographer IV	19.59
Photographer V	23.68
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.78
Counter Attendant	6.78
Dry Cleaner	7.62
Finisher, Flatwork, Machine	6.78
Presser, Hand	6.78
Presser, Machine, Drycleaning	6.78
Presser, Machine, Shirts	6.78
Presser, Machine, Wearing Apparel, Laundry	6.78
Sewing Machine Operator	8.86
Tailor	9.37
Washer, Machine	7.34
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.00
Tool and Die Maker	16.45
Material Handling and Packing Occupations	
Forklift Operator	11.44
Fuel Distribution System Operator	11.79
Material Coordinator	11.33
Material Expediter	11.33
Material Handling Laborer	9.22
Order Filler	9.64
Production Line Worker (Food Processing)	10.79
Shipping Packer	10.04
Shipping/Receiving Clerk	9.39
Stock Clerk (Shelf Stocker; Store Worker II)	11.28
Store Worker I	8.74
Tools and Parts Attendant	11.16
Warehouse Specialist	11.16
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	14.44

Aircraft Mechanic Helper	10.79
Aircraft Quality Control Inspector	15.11
Aircraft Servicer	12.30
Aircraft Worker	13.05
Appliance Mechanic	13.77
Bicycle Repairer	10.36
Cable Splicer	17.37
Carpenter, Maintenance	12.53
Carpet Layer	13.05
Electrician, Maintenance	15.19
Electronics Technician, Maintenance I	13.05
Electronics Technician, Maintenance II	13.31
Electronics Technician, Maintenance III	14.35
Fabric Worker	12.30
Fire Alarm System Mechanic	14.44
Fire Extinguisher Repairer	11.55
Fuel Distribution System Mechanic	14.44
General Maintenance Worker	11.61
Heating, Refrigeration and Air Conditioning Mechanic	14.68
Heavy Equipment Mechanic	15.53
Heavy Equipment Operator	13.53
Instrument Mechanic	14.44
Laborer	9.21
Locksmith	13.77
Machinery Maintenance Mechanic	15.67
Machinist, Maintenance	13.13
Maintenance Trades Helper	10.12
Millwright	14.44
Office Appliance Repairer	13.77
Painter, Aircraft	12.82
Painter, Maintenance	15.63
Pipefitter, Maintenance	14.41
Plumber, Maintenance	14.44
Pneumatic Systems Mechanic	14.44
Rigger	13.05
Scale Mechanic	13.13
Sheet-Metal Worker, Maintenance	13.05
Small Engine Mechanic	15.10
Telecommunication Mechanic I	15.79
Telecommunication Mechanic II	14.44
Telephone Lineman	13.13
Welder, Combination, Maintenance	14.44
Well Driller	14.44
Woodcraft Worker	11.02
Woodworker	
Miscellaneous Occupations	
Animal Caretaker	8.96
Carnival Equipment Operator	8.56
Carnival Equipment Repairer	9.14
Carnival Worker	7.03
Cashier	7.12
Desk Clerk	8.72
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.92
Recreation Specialist	12.08
Recycling Worker	9.87
Sales Clerk	8.98
School Crossing Guard (Crosswalk Attendant)	8.08
Sport Official	8.92
Survey Party Chief (Chief of Party)	14.46
Surveying Aide	9.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.11

Swimming Pool Operator	11.79
Vending Machine Attendant	9.87
Vending Machine Repairer	11.79
Vending Machine Repairer Helper	9.87
Personal Needs Occupations	
Child Care Attendant	8.72
Child Care Center Clerk	12.39
Chore Aid	8.09
Homemaker	15.00
Plant and System Operation Occupations	
Boiler Tender	14.44
Sewage Plant Operator	13.78
Stationary Engineer	14.44
Ventilation Equipment Tender	10.79
Water Treatment Plant Operator	13.77
Protective Service Occupations	
Alarm Monitor	10.07
Corrections Officer	14.27
Court Security Officer	15.22
Detention Officer	14.27
Firefighter	14.43
Guard I	8.66
Guard II	11.93
Police Officer	17.54
Steveldoring/Longshoremen Occupations	
Blocker and Bracer	13.05
Hatch Tender	13.05
Line Handler	13.05
Stevodore I	10.87
Stevodore II	13.77
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.56
Archeological Technician II	12.92
Archeological Technician III	16.01
Cartographic Technician	15.11
Civil Engineering Technician	16.01
Computer Based Training (CBT) Specialist/ Instructor	16.30
Drafter I	8.88
Drafter II	11.40
Drafter III	12.81
Drafter IV	16.01
Engineering Technician I	9.59
Engineering Technician II	12.32
Engineering Technician III	13.84
Engineering Technician IV	17.30
Engineering Technician V	21.17
Engineering Technician VI	25.45
Environmental Technician	16.01
Flight Simulator/Instructor (Pilot)	21.41
Graphic Artist	16.30
Instructor	17.73
Laboratory Technician	13.85
Mathematical Technician	16.01
Paralegal/Legal Assistant I	11.79
Paralegal/Legal Assistant II	14.38
Paralegal/Legal Assistant III	17.59
Paralegal/Legal Assistant IV	21.26
Photooptics Technician	16.53
Technical Writer	22.11
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93

Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.21
Weather Observer, Senior (3)	16.01
Weather Observer, Upper Air (3)	14.21
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.30
Parking and Lot Attendant	8.53
Shuttle Bus Driver	11.55
Taxi Driver	10.42
Truckdriver, Heavy Truck	13.87
Truckdriver, Light Truck	10.43
Truckdriver, Medium Truck	11.30
Truckdriver, Tractor-Trailer	13.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 10 years, and 4 after 15 years. Length of service includes the whole sp continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitut any of the named holidays another day off with pay in accordance with a plan communu to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving reggrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential l such as laceration of hands, face, or arms of the employee engaged in the operation,

irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, an hauling of ordance, explosive, and incendiary ordance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differentials

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual reimbursement all employees for such cleaning and maintenance at a rate of \$3.35 per week \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication was obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF-1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classification listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).

- 2) After contract award, the contractor prepares a written report listing in order p classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.